

## INDIAN HEALTH SERVICE

### **EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**


The Indian Health Service (IHS) is fully committed to equal employment opportunity without regard to race, color, religion, gender, national origin, age, disability, or sexual orientation. I personally support the implementation of a strong affirmative employment program. It is IHS' policy to provide equal opportunity in employment to all persons in the work force and all applicants for employment. Discrimination is prohibited in all aspects of the IHS' personnel policies, program practices, program operations, working conditions, and relationships with employees and applicants.

I strongly promote the full realization of equal opportunity through continuing programs of affirmative employment at every management level within the IHS. We must subscribe to and implement to the fullest the provisions of Title VII of the Civil Rights Acts of 1964 and 1991, as amended; Executive Order 11478, as amended; the Age Discrimination in Employment Act of 1967; the Rehabilitation Act of 1973, as amended. Provisions of the Indian Preference Law and Indian Preference policies that have evolved from the Indian Reorganization Act of 1934 will be consistently applied, and may supersede the above-cited Acts and Order.

All IHS managers and supervisors are expected to take an active, ongoing part in promoting and implementing our Affirmative Employment Plan (AEP). As evidence of our commitment, equal employment opportunity has been made a critical element in the performance plans of all Agency managers and supervisors. Our managers and supervisors are therefore required to dedicate themselves to the policy of meeting delegated responsibility in a manner that actively demonstrates their commitment to the AEP.

I intend to use every means at my disposal to eliminate discrimination and harassment of any kind within the IHS. Any employee or applicant who feels he/she has been subject to discrimination or harassment may use available remedies administered by their respective Equal Employment Opportunity Office, Personnel Office, or union representative.

I expect full support from each manager and supervisor in meeting the objectives of this program. Periodic evaluations will be made to measure program accomplishments, and appropriate administrative action will be taken whenever indicated.

  
Michael H. Fruijto, M.D., M.P.H.